# Aggregated quantitative disclosures on Nordea's remuneration 2021

QUANTITATIVE AGGREGATED REMUNERATION FIGURES ARE DISCLOSED ACCORDING TO CRR REGULATION (EU) no 575/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 26 June 2013

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For additional Quantitative and Qualitative disclosures, please refer to:

Annual Report 2021, Board of Directors Report, pages 83 to 87

Annual Report 2021, Note G8 on Staff Costs, pages 169 to 177

Remuneration Policy for governing bodies on nordea.com
<a href="https://www.nordea.com/Images/35-367618/Nordea%20-">https://www.nordea.com/Images/35-367618/Nordea%20-</a>
%20Remuneration%20Policy%20for%20Governing%20Bodies%20-%20AGM%202020.pdf

Corporate governance/Remuneration on nordea.com
https://www.nordea.com/en/about-nordea/corporate-governance/remuneration/

# NORDEA GROUP QUANTITATIVE DISCLOSURES

			a	b	С	d
				MB Management	Other senior	a.iiic. i . c4)
			MB Supervisory function <sup>1)</sup>	function <sup>2)</sup>	management <sup>3)</sup>	Other identified staff <sup>4)</sup>
1		Number of identified staff	16	2	11	481
2		Total fixed remuneration	1 852 575	2 499 830	8 432 331	113 932 937
3		Of which: cash-based	1 852 575	2 499 830	8 432 331	113 932 937
4		(Not applicable in the EU)				
EU-4a	Fixed remuneration	Of which: shares or equivalent ownership interests	0	0	0	0
5	rixed remaileration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9		Number of identified staff	0	2	11	273
10		Total variable remuneration <sup>5)</sup>	0	1 163 646	4 118 639	45 560 141
11		Of which: cash-based	0	581 823	2 059 320	23 061 173
12		Of which: deferred	0	349 094	1 235 592	9 779 732
EU-13a		Of which: shares or equivalent ownership interests	0	581 823	2 059 320	18 071 291
EU-14a	Variable	Of which: deferred	0	349 094	1 235 592	14 270 470
EU-13b	remuneration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	4 427 677
EU-14b		Of which: deferred	0	0	0	4 218 188
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (	2 + 10)	1 852 575	3 663 476	12 550 971	159 493 078

<sup>1)</sup> Includes the Board of Directors at Nordea Bank Abp

<sup>&</sup>lt;sup>2)</sup> Includes the CEO and the deputy Managing Director

<sup>&</sup>lt;sup>3)</sup> Includes Group Leadership Team (GLT) and Chief Audit Executive for the period appointed to such positions. CEO and deputy Managing Director are excluded. All amounts excluding social security contributions

<sup>4)</sup> Includes employees whose professional activities could impact the risk profile of the Nordea Group, not identified staff locally identified in subsidiaries of the Nordea Group

<sup>&</sup>lt;sup>5)</sup> Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

# Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		а	b	С	d				
		MB Supervisory	MB Management	Other senior	Other identified staff				
		function	function	management	Other identified staff				
	Guaranteed variable remuneration awards								
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	3,4				
2	Guaranteed variable remuneration awards -Total amount	0	0	0	97 338				
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken	0	0	0	68 920				
	Severance payments awarded in previous periods, that have been paid out during the financial year								
4	Severance payments awarded in previous periods, that have been paid out during the financial year -	0	0	0	1,5				
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total	0	0	0	1 321 145				
	Severance payments awarded during the financial year								
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	5,1				
7	Severance payments awarded during the financial year - Total amount	0	0	0	1 985 484				
8	Of which paid during the financial year	0	0	0	409 859				
9	Of which deferred	0	0	0	0				
10	Of which severance payments paid during the financial year, that are not taken into account in the	0	0	0	0				
11	Of which highest payment that has been awarded to a single person	0	0	0	235 107				

Template EU REM3 - Deferred remuneration

A			а	b	С	d	е	f	EU - g	EU - h
Management function   20   20   20   20   20   20   20   2	Ī	Deferred and retained	Total amount of			Amount of	Amount of	Total amount of	Total amount of	Total of amount of
Management function   2		remuneration	deferred remuneration	Of which due to vest in	Of which vesting in	performance	performance	adjustment during the	deferred remuneration	deferred remuneration
Part					-	adjustment made in	adjustment made in		awarded before the	awarded for previous
A			nerformance neriods <sup>1)</sup>	,	vears		l •			performance period that
the was due to vest in changes of value of year deferred remuneration described remarks when the financial year in the financial yea			periormance perious		,		, , , , , , , , , , , , , , , , , , ,	i' '	, ,	l, .
the financial year subure performance years and eletered remuneration due to the changes of prices of instruments?    1									· ·	
NB Supervisory function									I *	
1 MB Supervisory function						the initiality car				
MB Supervisory function							, ca.s			
Shares or equivalent								prices or instruments)		
Shares or equivalent	1	MD Companies on African	0	0	0				,	,
Share or equivalent on constraints										
3   Owner-hip interests		Casii-baseu	U	U	U	U	U			, ,
3   Owner-hip interests		Sharos or aquivalent								
Share-linked instruments or equivalent non-cash   0   0   0   0   0   0   0   0   0	2		0	0	0		_			
Equivalent non-cash	э		U	U	U	U	U	U		, ,
A   Instruments										
5   Other instruments	4	•	0	0	0					
6 Other forms 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			0	0	·	·		0		0
7   MB Management function   2 498 989   402 685   1 992 406   0   0   103 898   239 273   163 4			Ů	•	· ·				`	,
8   Cash-based   1254 201   182 624   1071 577   0   0   0   182 624			Ů.	,	·				'	,
Shares or equivalent   9   2588   194   167   718   402   0   0   0   0   30   755   163   48   48   499   593   3   225   689   0   0   0   0   0   0   0   0   0		-						103 636		
9 ownership interests 912 568 194 167 718 402 0 0 0 30 755 163 4    Share-linked instruments or equivalent non-cash   10 instruments   332 220   25 894   202 427   0   0   0   103 898   25 894     10 instruments   332 220   25 894   202 427   0   0   0   0   0   0     11 Other instruments   0   0   0   0   0   0   0     12 Other forms   0   0   0   0   0   0   0     13 Other senior management   9113 027   1688 542   6754 918   0   0   669 567   1374 932   313 61	٥	Casii-baseu	1 234 201	102 024	10/13//	U	U		102 024	+ 0
9 ownership interests 912 568 194 167 718 402 0 0 0 30 755 163 4    Share-linked instruments or equivalent non-cash   10 instruments   332 220   25 894   202 427   0   0   0   103 898   25 894     10 instruments   332 220   25 894   202 427   0   0   0   0   0   0     11 Other instruments   0   0   0   0   0   0   0     12 Other forms   0   0   0   0   0   0   0     13 Other senior management   9113 027   1688 542   6754 918   0   0   669 567   1374 932   313 61		Sharos or aquivalent								
Share-linked instruments or equivalent non-cash   10   103 898   25 894   202 427   0   0   0   103 898   25 894   11   Other instruments   0   0   0   0   0   0   0   0   0	0	·	012 560	104 167	710 402		_		20.75	162 412
equivalent non-cash   10   10   10   10   10   10   10   1	9		912 300	194 107	716 402	U	U	U	30 73:	103 412
10   instruments   332 220   25 894   202 427   0   0   103 898   25 894										
11   Other instruments	10	•	222 220	25.004	202 427			102.000	35.00	
12   Other forms			332 220	25 694	202 427	·		103 696	23 034	+ 0
13   Other senior management			0	0	0		•	0		0
14 Cash-based 1577 642 505 193 1 072 448 0 0 0 0 505 193  Shares or equivalent			9 112 027	U	6 754 019				1 27/1 02	212.610
Shares or equivalent   Shares or equivalent   Shares or equivalent non-cash   Shares or equivalent   Shares or equ	-									
15 ownership interests 3 140 536 683 755 2 456 781 0 0 0 0 370 146 313 6    Share-linked instruments or equivalent non-cash   16 instruments   17 Other instruments   18 Other forms   18 Other forms   18 Other forms   19 Other identified staff   18 64 26 063 16 419 364 13 332 943 -49 191 -186 210   18 Other forms   10 Other instruments   10 Other forms   10 Other identified staff   18 64 26 063 16 419 364 13 332 943 -49 191 -186 210   18 0 Other forms   10 Other identified staff   18 0 Other identified staff   1	14	Casii-baseu	1 377 042	303 133	1 072 446	0		1	303 13.	
15 ownership interests 3 140 536 683 755 2 456 781 0 0 0 0 370 146 313 6    Share-linked instruments or equivalent non-cash   16 instruments   17 Other instruments   18 Other forms   18 Other forms   18 Other forms   19 Other identified staff   18 64 26 063 16 419 364 13 332 943 -49 191 -186 210   18 Other forms   10 Other instruments   10 Other forms   10 Other identified staff   18 64 26 063 16 419 364 13 332 943 -49 191 -186 210   18 0 Other forms   10 Other identified staff   18 0 Other identified staff   1		Shares or equivalent								
Share-linked instruments or equivalent non-cash   16 instruments   4 394 849   499 593   3 225 689   0   0   669 567   499 593   17 Other instruments   0   0   0   0   0   0   0   0   0	15	· ·	2 1/0 526	602 755	2 /156 701			_	270 1 44	212 610
equivalent non-cash   16   instruments	13		5 140 536	063 /55	2 430 /81	0	U	U	3/0 140	313 610
16         instruments         4 394 849         499 593         3 225 689         0         0         669 567         499 593           17         Other instruments         0 <td></td>										
17         Other instruments         0	16	-	V 20V 6VU	400 E03	2 775 600			660 567	400 FO	
18         Other forms         0 <t< td=""><td></td><td></td><td>4 334 649</td><td>433 333</td><td></td><td></td><td>0</td><td>009 307</td><td>499 393</td><td>) 0</td></t<>			4 334 649	433 333			0	009 307	499 393	) 0
19 Other identified staff         86 426 063         36 388 576         44 187 217         -192 236         -493 529         6 536 035         30 176 591         6 211 50           20 Cash-based         29 516 906         16 419 364         13 332 943         -49 191         -186 210         0         16 419 364           Shares or equivalent         21 ownership interests         27 747 107         10 175 850         17 829 031         -19 889         -237 885         0         3 963 865         6 211 90           Share-linked instruments or equivalent non-cash equivalent non-cash         22 instruments         29 162 051         9 793 362         13 025 243         -123 156         -69 433         6 536 035         9 793 362           23 Other instruments         0         0         0         0         0         0           24 Other forms         0         0         0         0         0         0         0			0	0	0	0	0	0		) 0
20 Cash-based 29 516 906 16 419 364 13 332 943 -49 191 -186 210 0 16 419 364  Shares or equivalent 21 ownership interests 27 747 107 10 175 850 17 829 031 -19 889 -237 885 0 3 963 865 6 211 9  Share-linked instruments or equivalent non-cash instruments 22 instruments 29 162 051 9 793 362 13 025 243 -123 156 -69 433 6 536 035 9 793 362  23 Other instruments 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			86 436 063	26 288 E76	<i>///</i> / 197 217	-102 226	-V03 E30	6 236 036	20 176 50	6 211 985
Shares or equivalent 21 ownership interests 27 747 107 10 175 850 17 829 031 -19 889 -237 885 0 3 963 865 6 211 9  Share-linked instruments or equivalent non-cash 22 instruments 29 162 051 9 793 362 13 025 243 -123 156 -69 433 6 536 035 9 793 362  23 Other instruments 0 0 0 0 0 0 0 0 0  24 Other forms 0 0 0 0 0 0 0 0 0	-									
21     ownership interests     27 747 107     10 175 850     17 829 031     -19 889     -237 885     0     3 963 865     6 211 9       Share-linked instruments or equivalent non-cash     equivalent non-cash     8     29 162 051     9 793 362     13 025 243     -123 156     -69 433     6 536 035     9 793 362       23     Other instruments     0     0     0     0     0     0       24     Other forms     0     0     0     0     0     0	20	Casii-Daseu	25 310 900	10 419 304	13 332 943	-49 191	-100 210		10 419 30	· · · · · ·
21   Ownership interests   27 747 107   10 175 850   17 829 031   -19 889   -237 885   0   3 963 865   6 211 9		Shares or equivalent								
Share-linked instruments or equivalent non-cash   22 instruments   29 162 051   9 793 362   13 025 243   -123 156   -69 433   6 536 035   9 793 362   23   Other instruments   0   0   0   0   0   0   0   0   0	21	· ·	27 7/17 107	10 175 050	17 020 021	10 000	227 005		2 062 061	6 211 005
equivalent non-cash         22 instruments         29 162 051         9 793 362         13 025 243         -123 156         -69 433         6 536 035         9 793 362           23 Other instruments         0         0         0         0         0         0         0           24 Other forms         0         0         0         0         0         0         0	21		27 747 107	10 1/3 630	17 029 031	-19 009	-23/ 003		3 303 603	0 211 903
22 instruments     29 162 051     9 793 362     13 025 243     -123 156     -69 433     6 536 035     9 793 362       23 Other instruments     0     0     0     0     0     0     0       24 Other forms     0     0     0     0     0     0     0									1	
23     Other instruments     0     0     0     0     0     0       24     Other forms     0     0     0     0     0     0	22	•	20 162 051	0.702.202	12 025 242	122.450	60 422	6 526 025	0.702.203	
24 Other forms 0 0 0 0 0 0 0 0 0 0			79 107 021	9 /93 302				0 330 033	9 /93 30.	1 0
			0	0	0	0	0	0		) 0
35 ITotal amount I 00 030 0001 30 470 0031 53 034 5441 103 3351 403 5301 3 300 5041 34 300 3051 C 000 0		Total amount	98 038 080	38 479 803	52 934 541	-192 236	-493 529	7 309 501	31 790 79	6 689 006

 $<sup>^{\</sup>rm 1)}$  Includes 2013-2020 deferrals  $\,$  and shares deferred under LTIP 2012  $\,$ 

<sup>&</sup>lt;sup>2)</sup> Includes indexation of 2014-2021 deferral schemes and shares deferred under LTIP 2012.

Template EU REM4 - Remuneration of 1 million EUR or more per year<sup>1)</sup>

		a
		Identified staff that are high earners as set out in Article
	EUR	450(i) CRR
1	1 000 000 to below 1 500 000	14
2	1 500 000 to below 2 000 000	3
3	2 000 000 to below 2 500 000	1
4	2 500 000 to below 3 000 000	1
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	2
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0

<sup>1)</sup> Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	а	b	С	d	e	f	g	h	i	j	
	Manage	ment body remun	eration		Business areas						
	MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total	
1 Total number of identified staff										509	
2 Of which: members of the MB	16	2	18								
3 Of which: other senior management				1	2	1	4	3	0		
4 Of which: other identified staff				127	151	15	163	26	0		
5 Total remuneration of identified staff	1 852 575	3 663 476	5 516 051	57 038 663	45 193 518	18 680 070	39 411 026	11 720 772	0		
6 Of which: variable remuneration	0	1 163 646	1 163 646	19 955 175	11 963 250	7 895 115	7 276 764	2 588 477	0		
7 Of which: fixed remuneration	1 852 575	2 499 830	4 352 405	37 083 488	33 230 268	10 784 955	32 134 262	9 132 295	0		

# NORDEA MORTGAGE BANK QUANTITATIVE DISCLOSURES

			а	b	С	d
			MD Cuponison (function <sup>1</sup> )	MB Management	Other senior	Other identified staff <sup>4)</sup>
			MB Supervisory function <sup>1)</sup>	function <sup>2)</sup>	management <sup>3)</sup>	Other identified staff
1		Number of identified staff	8	2	5	0
2		Total fixed remuneration	76 000	*	660 782	0
3		Of which: cash-based	76 000	*	660 782	0
4		(Not applicable in the EU)				
EU-4a	Fixed remuneration	Of which: shares or equivalent ownership interests	0	0	0	0
5	rixed remuneration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9		Number of identified staff	0	0	4	0
10		Total variable remuneration <sup>5)</sup>	0	*	88 286	0
11		Of which: cash-based	0	*	48 326	0
12		Of which: deferred	0	*	15 984	0
EU-13a		Of which: shares or equivalent ownership interests	0	*	39 960	0
EU-14a	Variable	Of which: deferred	0	*	15 984	0
EU-13b	remuneration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-14b		Of which: deferred	0	0	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (	2 + 10)	76 000	*	749 069	0

A\* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

<sup>1)</sup> Includes the Board of Directors at Nordea Mortgage Bank Ltd.

 $<sup>^{\</sup>rm 2)}$  Includes the CEO and the deputy Managing Director

<sup>3)</sup> Includes Executive management. CEO and deputy Managing Director are excluded from the number of identified staff. All amounts excluding social security contributions

<sup>4)</sup> Other identified staff includes employees whose professional activities could impact the risk profile of the Nordea Mortgage Bank Ltd.

 $<sup>^{\</sup>rm 5)}$  Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	С	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
7	Severance payments awarded during the financial year - Total amount	0	0	0	0
8	Of which paid during the financial year	0	0	0	0
9	Of which deferred	0	0	0	0
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11	Of which highest payment that has been awarded to a single person	0	0	0	0

A \* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

Template EU REM3 - Deferred remuneration

ren	muneration	Total amount of deferred remuneration awarded for previous performance periods <sup>1)</sup>	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in	Amount of performance adjustment made in	Total amount of adjustment during the	Total amount of deferred remuneration	Total of amount of deferred remuneration
		awarded for previous		subsequent financial		'		deferred remuneration	deferred remuneration
		awarded for previous		subsequent financial		'			
1 1		•	ene imaneiai year	•	adjustinent made in		financial year due to ex	awarded before the	awarded for previous
1 1		performance periods		years	the financial year to	the financial year to	post implicit		performance period that
1 MAF					deferred remuneration	•	adjustments		has vested but is subject
1 M							•	·	
1 M					that was due to vest in	that was due to vest in	(i.e.changes of value of	year	to retention periods
1 ME					the financial year	future performance	deferred remuneration		
1 M						years	due to the changes of		
1 MF							prices of instruments) <sup>2)</sup>		
	B Supervisory function	0	0	0	0	0	0	0	0
	Cash-based	0	0	0	0	0	0	0	(
		-	•	•	-	-	•	-	-
	Shares or equivalent								
3	ownership interests	0	0	0	0	0	0	0	0
	Share-linked instruments or	-			-		-		
	equivalent non-cash								
	instruments	0	0	0	0	0	0	0	0
	Other instruments	0	n	0	0	0	0	0	n
	Other forms	0	0	0	0			·	-
	B Management function	0	0	·		•	•	•	-
	Cash-based	0	0		0				
- 0	Casii-Daseu	0	0	0	0	0	0	0	0
	Shares or equivalent								
	ownership interests	0	0	0	0	0	0	0	0
	Share-linked instruments or	·	,	,	·	, and the second	•	Ü	<u> </u>
	equivalent non-cash								
	instruments	0	0	0	0	0	0	0	n
	Other instruments	0	0	0	0	·	0	0	0
	Other forms	0	0	0	0	0		0	0
	ther senior management	18 961	3 292	12 545	0			· ·	0
	Cash-based	6 324	1 792	4 531	0			1 792	0
14	Casii-baseu	0 324	1752	4 331	0	0	0	1752	
	Shares or equivalent								
	ownership interests	n	n	n	n	0	n	n	0
	Share-linked instruments or	0	0	0	0	0	0	0	0
	equivalent non-cash								
	instruments	12 637	1 500	8 013	0	0	3 125	1 500	_
	Other instruments	0	1 300	0 013	0	·			0
	Other forms	0	0	0	0	0	0	-	0
	ther identified staff	0	0	·	v	·	·	·	0
	Cash-based	0	0	0	0	0		0	0
20	Casii-Daseu	0	0	0	0	0	0	0	0
	Shares or equivalent								
	ownership interests	0	0	0	0	0	n	0	C
	Share-linked instruments or	-	-	-	-		-	-	
	equivalent non-cash								
	instruments	n	n	n	n	0	n	n	(
	Other instruments	0	0	0	0	·	0	0	
	Other forms	0	0	0	0	0	<u> </u>	0	
	otal amount	18 961	3 292	12 545	-	·	3 125	3 292	

A\* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included on the "Other identified staff" row.

<sup>1)</sup> Includes 2013-2020 deferrals

<sup>&</sup>lt;sup>2)</sup> Includes indexation of 2014-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year 1)

		a
		Identified staff that are high earners as set out in Article
	EUR	450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
	To be extended as appropriate, if further payment	
Х	bands are needed.	

<sup>&</sup>lt;sup>1)</sup> Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	С	d	e	f	g	h	i	j
		Manage	ment body remuneration				Business areas				
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Cornorate	Independent internal control functions	All other	Total
1	Total number of identified staff										14
2	Of which: members of the MB	8	2	10							
3	Of which: other senior management				0	0	0	3	2	0	
4	Of which: other identified staff				0	0	0	0	0	0	
5	Total remuneration of identified staff	76 000	*	*	0	0	0	*	*	0	
6	Of which: variable remuneration	0	*	*	0	0	0	*	*	0	
7	Of which: fixed remuneration	76 000	*	*	0	0	0	*	*	0	

A \* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons, or by disclosing the figures, the compensation figures for a group with less than four individuals could be derived

# NORDEA HYPOTEK QUANTITATIVE DISCLOSURES

			а	b	С	d
			MB Supervisory function <sup>1)</sup>	MB Management function <sup>2)</sup>	Other senior management <sup>3)</sup>	Other identified staff <sup>4)</sup>
1		Number of identified staff	8	1	7	0
2		Total fixed remuneration	274 313	*	9 146 546	0
3		Of which: cash-based	274 313	*	9 146 546	0
4		(Not applicable in the EU)				
EU-4a	Fixed remuneration	Of which: shares or equivalent ownership interests	0	0	0	0
5	rixed remuneration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9		Number of identified staff	0	1	6	0
10		Total variable remuneration <sup>5)</sup>	0	*	1 180 550	0
11		Of which: cash-based	0	*	681 038	0
12		Of which: deferred	0	*	299 708	0
EU-13a		Of which: shares or equivalent ownership interests	0	*	499 513	0
EU-14a	Variable	Of which: deferred	0	*	299 708	0
EU-13b	remuneration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-14b		Of which: deferred	0	0	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (	2 + 10)	274 313	*	10 327 096	0

A\* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

<sup>1)</sup> Includes the Board of Directors at Nordea Hypotek AB

<sup>2)</sup> Includes the CEO

<sup>&</sup>lt;sup>3)</sup> Includes Executive Management. CEO is excluded from the number of identified staff. All amounts excluding social security contributions

 $<sup>^{4)}</sup>$  Other identified staff includes employees whose professional activities could impact the risk profile of Nordea Hypotek AB

 $<sup>^{\</sup>rm 5)}$  Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	С	d		
		MB Supervisory function	MB Management function	Other senior management	Other identified staff		
	Guaranteed variable remuneration awards						
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0		
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0		
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0		
	Severance payments awarded in previous periods, that have been paid out during the financial year						
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0		
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0		
	Severance payments awarded during the financial year						
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0		
7	Severance payments awarded during the financial year - Total amount	0	0	0	0		
8	Of which paid during the financial year	0	0	0	0		
9	Of which deferred	0	0	0	0		
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0		
11	Of which highest payment that has been awarded to a single person	0	0	0	0		

Template EU REM3 - Deferred remuneration

		a	b	С	d	е	f	EU - g	EU - h
	Deferred and retained	Total amount of			Amount of	Amount of	Total amount of	Total amount of	Total of amount of
	remuneration	deferred remuneration	Of which due to yest in	Of which vesting in	performance	performance	adjustment during the	deferred remuneration	
		awarded for previous	the financial year	subsequent financial	adjustment made in	adjustment made in	financial year due to ex	awarded before the	awarded for previous
		performance periods <sup>1)</sup>	tire initariolar year	years	the financial year to	the financial year to	post implicit	financial year actually	performance period that
		periorinance perious		, cais		•	adjustments		has vested but is subject
					that was due to vest in	that was due to vest in	(i.e.changes of value of	l'	to retention periods
					the financial year	future performance	deferred remuneration	year	to retention perious
					tile ililaliciai yeai	years	due to the changes of		
						years	_		
							prices of instruments) <sup>2)</sup>		
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	C
	Shares or equivalent								
3	ownership interests	0	0	0	0	0	0	0	0
	Share-linked instruments or								
	equivalent non-cash								
4	instruments	0	0	0	0	0	0	0	C
5	Other instruments	0	0	0	0	0	0	0	C
6	Other forms	0	0	0	0	0	0	0	О
7	MB Management function	*	*	*	0	0	0	*	*
8	Cash-based	*	*	*	0	0	0	*	С
	Shares or equivalent								
9	ownership interests	*	*	*	0	0	0	*	*
	Share-linked instruments or				-	-	-		
	equivalent non-cash								
10	instruments	0	0	0	0	0	0	0	1
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	0	0	0	0				
14	Cash-based	0			0				
	casii basca	, and the second	·	·	, and the second	, and the second			
	Shares or equivalent								
15	ownership interests	0	0	0	0	0	0		
13	Share-linked instruments or	-			-	-	,		
	equivalent non-cash								
16	instruments	0	n	0	n	0	n	n	(
17	Other instruments	0	0	0	0	·	0	0	
18	Other forms	0		0	0	0		_	
19	Other identified staff	0		Ÿ	v	•		· · ·	1
20	Cash-based	0		-	0	0		0	1
20	Cash Sasca	0			0	0	<u> </u>		<u> </u>
	Shares or equivalent								
21	ownership interests	0	n	n	n	0	n	n	(
	Share-linked instruments or	Ů	Ů	Ĭ	Ů	Ů	Ĭ	Ĭ	Ĭ
	equivalent non-cash								
22	instruments	0	0	0	n	0	0		
23	Other instruments	0	0	0	0		0	0	
24	Other forms	0	0	0	0	0			
25	Total amount	*	*	*	0		-		*
23	rotar amount	I	ļ	ļ	ļ <u>U</u>	ļ		I	

A\* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included on the "Other identified staff" row.

<sup>1)</sup> Includes 2013-2020 deferrals

<sup>&</sup>lt;sup>2)</sup> Includes indexation of 2014-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year 1)

		a
		Identified staff that are high earners as set out in Article
	EUR	450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
	To be extended as appropriate, if further payment	
Х	bands are needed.	

<sup>&</sup>lt;sup>1)</sup> Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	С	d	e	f	g	h	i	j
		Manager	Management body remuneration				Business areas				
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Cornorate	Independent internal control functions	All other	Total
1	Total number of identified staff										15
2	Of which: members of the MB	8	1	9							
3	Of which: other senior management				0	0	0	5	2	0	
4	Of which: other identified staff				0	0	0	0	0	0	
5	Total remuneration of identified staff	274 313	*	*	0	0	0	5 699 172	*	0	
6	Of which: variable remuneration	0	*	*	0	0	0	151 720	*	0	
7	Of which: fixed remuneration	274 313	*	*	0	0	0	5 547 452	*	0	

A \* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons, or by disclosing the figures, the compensation figures for a group with less than four individuals could be derived

# NORDEA EIENDOMSKREDITT QUANTITATIVE DISCLOSURES

			a	b	С	d
				MB Management	Other senior	a.iiic. i . c4)
			MB Supervisory function <sup>1)</sup>	function <sup>2)</sup>	management <sup>3)</sup>	Other identified staff <sup>4)</sup>
1		Number of identified staff	6	1	4	1
2		Total fixed remuneration	1 579 048	*	7 487 988	0
3		Of which: cash-based	1 579 048	*	7 487 988	0
4		(Not applicable in the EU)				
EU-4a	Fixed remuneration	Of which: shares or equivalent ownership interests	0	0	0	0
5	Tixed Telliulieration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7	(Not applicable in the EU)  Of which: other forms (Not applicable in the EU)  Number of identified staff		0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9		Number of identified staff	0	1	4	0
10		Total variable remuneration <sup>5)</sup>	28 478	*	681 671	0
11		Of which: cash-based	0	*	255 853	0
12		Of which: deferred	0	0	0	0
EU-13a		Of which: shares or equivalent ownership interests	0	*	425 818	0
EU-14a	Variable	Of which: deferred	0	*	283 879	0
EU-13b	remuneration	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-14b		Of which: deferred	0	0	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: share-linked instruments or equivalent non-cash instruments Of which: other instruments (Not applicable in the EU) Of which: other forms (Not applicable in the EU) Number of identified staff Total variable remuneration <sup>5)</sup> Of which: cash-based Of which: deferred Of which: shares or equivalent ownership interests Of which: deferred Of which: share-linked instruments or equivalent non-cash instruments Of which: other instruments Of which: deferred		0	0	0
17	Total remuneration (	2 + 10)	1 607 526	*	8 169 660	0

A\* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

<sup>1)</sup> Includes the Board of Directors at Nordea Eiendomskreditt A/S

<sup>2)</sup> Includes the CEO

<sup>&</sup>lt;sup>3)</sup> Includes Executive Management. CEO is excluded from the number of identified staff. All amounts excluding social security contributions

<sup>&</sup>lt;sup>4)</sup> Other identified staff includes employees whose professional activities could impact the risk profile of the Nordea Eiendomskreditt A/S

 $<sup>^{\</sup>rm 5)}$  Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		а	b	С	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
7	Severance payments awarded during the financial year - Total amount	0	0	0	0
8	Of which paid during the financial year	0	0	0	0
9	Of which deferred	0	0	0	0
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11	Of which highest payment that has been awarded to a single person	0	0	0	0

Template EU REM3 - Deferred remuneration

		a	b	С	d	e	f	EU - g	EU - h
	Deferred and retained	Total amount of			Amount of	Amount of	Total amount of	Total amount of	Total of amount of
	remuneration	deferred remuneration	Of which due to vest in	Of which vesting in	performance	performance	adjustment during the	deferred remuneration	deferred remuneration
		awarded for previous	the financial year	subsequent financial	adjustment made in	adjustment made in	financial year due to ex	awarded before the	awarded for previous
		performance periods <sup>1)</sup>	, , , , , , , , , , , , , , , , , , , ,	years	the financial year to	the financial year to	post implicit	financial year actually	performance period that
		periormance perious		,		deferred remuneration	adjustments		has vested but is subject
					that was due to vest in	that was due to vest in	(i.e.changes of value of	l'	to retention periods
					the financial year	future performance	deferred remuneration	year	to retention periods
					the initialicial year	years	due to the changes of		
						years	prices of instruments) <sup>2)</sup>		
							prices of instruments)		
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
	Shares or equivalent								
3	ownership interests	0	0	0	0	0	0	0	0
	Share-linked instruments or								
	equivalent non-cash								
4	instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	*	*	*	0	0	0	*	*
8	Cash-based	*	*	0	0	0	0	*	0
	Shares or equivalent								
9	ownership interests	*	*	*	0	0	0	*	*
	Share-linked instruments or								
	equivalent non-cash								
10	instruments	*	*	*	0	0	*	*	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	13 666	2 675	10 991	0	0	0	19 858	19 597
14	Cash-based	2 675	2 675	0	0	0	0	2 675	0
	Shares or equivalent								
15	ownership interests	10 991	0	10 991	0	0	0	17 183	19 597
	Share-linked instruments or								
	equivalent non-cash								
16	instruments	0	0	0	0	0	0	0	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	0	0	0	0	0	0	0	0
20	Cash-based	0	0	0	0	0	0	0	0
				-	-				
	Shares or equivalent								
21	ownership interests	0	0	0	0	0	0	0	0
	Share-linked instruments or		-	-	-	-			_
	equivalent non-cash								
22	instruments	n	n	n	n	0	n	n	n
23	Other instruments	0	0	0	0	·	0	0	0
24	Other forms	0	n	0	0	0			n
25	Total amount	*	*	*	0	·	-		*
23	rotar amount	l	ļ		Ļ <u> </u>			ļ	I

A\* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included on the "Other identified staff" row.

<sup>1)</sup> Includes 2013-2020 deferrals

<sup>&</sup>lt;sup>2)</sup> Includes indexation of 2014-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year 1)

		a
		Identified staff that are high earners as set out in Article
	EUR	450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
	To be extended as appropriate, if further payment	
Х	bands are needed.	

<sup>&</sup>lt;sup>1)</sup> Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	С	d	e	f	g	h	i	j
		Manage	Management body remuneration			Business areas					
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Cornorate	Independent internal control functions	All other	Total
1	Total number of identified staff										12
2	Of which: members of the MB	6	1	7							
3	Of which: other senior management				0	0	0	3	1	0	
4	Of which: other identified staff				0	0	0	0	1	0	
5	Total remuneration of identified staff	1 607 526	*	*	0	0	0	*	*	0	
6	Of which: variable remuneration	28 478	*	*	0	0	0	*	*	0	
7	Of which: fixed remuneration	1 579 048	*	*	0	0	0	*	*	0	

A \* in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons, or by disclosing the figures, the compensation figures for a group with less than four individuals could be derived